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Data Protection Policy

(GDPR compliant)

Status and review cycle;	Statutory and annual
Responsible group:	The Trust
Implementation date:	June 2019
Next Review Date:	May 2020

Contents:

The Diocese of Gloucester Academies Trust employs SchoolPro TLC Ltd as its Data Protection Officer (DPO).

The Trust's named Data Protection Officer is Richard Morley who can be contacted on **rmorley@schoolpro.uk** or via telephone number **0203 2909093**

For general assistance, a suspected breach or a subject access request please contact the Trust in the first instance.

Statement of intent

The Diocese of Gloucester Academies Trust is required to keep and process certain information about its staff members and pupils in accordance with its legal obligations under the General Data Protection Regulation (GDPR). The General Data Protection Regulation 2018 (GDPR) is a set of rules designed to make sure that people's personal data is kept safe and is not used inappropriately

The Trust may, from time to time, be required to share personal information about its staff or pupils with other organisations, mainly the Local Authority, other schools and educational bodies, and potentially children's services.

This policy is in place to ensure all staff and governors are aware of their responsibilities and outlines how the Trust complies with the core principles of the GDPR.

1. Legal framework

1.1. This policy has due regard to legislation, including, but not limited to the following:

- The General Data Protection Regulation (GDPR)
- The Freedom of Information Act 2000
- The Education (Pupil Information) (England) Regulations 2005 (as amended in 2016)
- The Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulations 2004
- The School Standards and Framework Act 1998

1.2. This policy will also have regard to the following guidance:

- Information Commissioner's Office (2017) 'Overview of the General Data Protection Regulation (GDPR)'
- Information Commissioner's Office (2017) 'Preparing for the General Data Protection Regulation (GDPR) 12 steps to take now'

1.3. This policy will be implemented in conjunction with the following other Trust policies:

- Recruitment and selection
- Reference Policy
- Equal Opportunities
- Disciplinary Policy
- Freedom of information
- Health and Safety
- Social Media Policy

2. Applicable data

2.1. For the purpose of this policy, **personal data** refers to information that relates to an identifiable, living individual, including information such as an online identifier, e.g. an IP address. The GDPR applies to both automated personal data and to manual filing systems, where personal data is accessible according to specific criteria, as well as to chronologically ordered data and pseudonymised data, e.g. key-coded.

2.2. **Sensitive personal data** is referred to in the GDPR as 'special categories of personal data', which are broadly the same as those in the Data Protection Act (DPA) 1998. These specifically include the processing of genetic data, biometric data and data concerning health matters.

3. Principles

3.1. In accordance with the requirements outlined in the GDPR, personal data will be:

- Processed lawfully, fairly and in a transparent manner in relation to individuals.
- Collected for specified, explicit and legitimate purposes and not further processed in a manner that is incompatible with those purposes; further

processing for archiving purposes in the public interest, scientific or historical research purposes or statistical purposes shall not be considered to be incompatible with the initial purposes.

- Adequate, relevant and limited to what is necessary in relation to the purposes for which they are processed.
- Accurate and, where necessary, kept up-to-date; every reasonable step must be taken to ensure that personal data that are inaccurate, having regard to the purposes for which they are processed, are erased or rectified without delay.
- Kept in a form which permits identification of data subjects for no longer than is necessary for the purposes for which the personal data are processed; personal data may be stored for longer periods, insofar as the personal data will be processed solely for archiving purposes in the public interest, scientific or historical research purposes or statistical purposes, subject to implementation of the appropriate technical and organisational measures required by the GDPR in order to safeguard the rights and freedoms of individuals.
- Processed in a manner that ensures appropriate security of the personal data, including protection against unauthorised or unlawful processing and against accidental loss, destruction or damage, using appropriate technical or organisational measures.

3.2. The GDPR also requires that "the controller shall be responsible for, and able to demonstrate, compliance with the principles".

4. Accountability

4.1. The Diocese of Gloucester Academies Trust will implement appropriate technical and organisational measures to demonstrate that data is processed in line with the principles set out in the GDPR.

4.2. The Trust will provide comprehensive, clear and transparent privacy policies.

4.3. Records of activities relating to higher risk processing will be maintained, such as the processing of special categories of data or information relating to criminal convictions and offences.

4.4. Internal records of processing activities (data flows) will include the following:

- Name and details of the organisation
- Purpose(s) of the processing
- Details of consent
- Description of the categories of individuals and personal data
- Retention schedules
- Categories of recipients of personal data
- Description of technical and organisational security measures
- Details of transfers to third parties, including documentation of the transfer mechanism safeguards in place
- Data asset register

4.5. The Trust will implement measures that meet the principles of data protection by design and data protection by default, such as: TLC

- Data minimisation.
- Pseudonymisation.
- Transparency.
- Allowing individuals to monitor processing.
- Continuously creating and improving security features.

4.6. Data protection impact assessments will be used, where appropriate.

4.7. The DPO will conduct an annual audit of data processes.

5. Data protection officer (DPO)

5.1. A DPO will be appointed by the Trust in order to:

- Inform and advise the Trust and its employees about their obligations to comply with the GDPR and other data protection laws.
- Monitor the Trust's compliance with the GDPR and other laws, including managing internal data protection activities, advising on data protection impact assessments, conducting internal audits, and providing the required training to staff members.

5.2. The individual appointed as DPO will have professional experience and knowledge of data protection law, particularly that in relation to schools.

5.3. The DPO will report to the highest level of management at the Trust, which is the CEO.

5.4. The DPO will operate independently and will not be dismissed or penalised for performing their task.

5.5. Sufficient resources will be provided to the DPO to enable them to meet their GDPR obligations.

5.6. The DPO for the Trust is School Pro. TLC Ltd

6. Lawful processing

6.1. The legal basis for processing data will be identified and documented prior to data being processed.

6.2. Under the GDPR, data will be lawfully processed under the following conditions:

- Processing is necessary for:
  - compliance with a legal obligation
  - the performance of a task carried out in the public interest or in the exercise of official authority vested in the controller
  - the performance of a contract with the data subject or to take steps to enter into a contract for example recruitment or payroll
  - protecting the vital interests of a data subject or another person
  - for the purposes of legitimate interests pursued by the controller or a third party, except where such interests are overridden by the interests, rights or freedoms of the data subject. (This condition is not available to processing

undertaken by the Trust in the performance of its tasks.)

- The consent of the data subject has been obtained.

6.3. Sensitive data will only be processed under the following conditions:

- Explicit consent of the data subject has been obtained, unless reliance on consent is prohibited by EU or Member State law.
- Processing carried out by a not-for-profit body with a political, philosophical, religious or trade union aim, provided the processing relates only to members or former members (or those who have regular contact with it in connection with those purposes) and provided there is no disclosure to a third party without consent.
- Processing relates to personal data manifestly made public by the data subject.
- Processing is necessary for:
  - Carrying out obligations under employment, social security or social protection law, or a collective agreement.
  - Protecting the vital interests of a data subject or another individual where the data subject is physically or legally incapable of giving consent.
  - The establishment, exercise or defence of legal claims or where courts are acting in their judicial capacity.
  - Reasons of substantial public interest on the basis of Union or Member State law which is proportionate to the aim pursued and which contains appropriate safeguards.
  - The purposes of preventative or occupational medicine, for assessing the working capacity of the employee, medical diagnosis, the provision of health or social care or treatment or management of health or social care systems and services on the basis of Union or Member State law or a contract with a health professional.
  - Reasons of public interest in the area of public health, such as protecting against serious cross-border threats to health or ensuring high standards of healthcare and of medicinal products or medical devices.
  - Archiving purposes in the public interest, or scientific and historical research purposes or statistical purposes in accordance with Article 89(1).

7. Consent

7.1. Consent must be a positive indication. It cannot be inferred from silence, inactivity or pre-ticked boxes.

7.2. Consent will only be accepted where it is freely given, specific, informed and an unambiguous indication of the individual's wishes.

7.3. Where consent is given, a record will be kept documenting how and when consent was given. This will be kept in the academy data asset register.

7.4. The Trust ensures that consent mechanisms meet the standards of the GDPR. Where the standard of consent cannot be met, an alternative legal basis for processing the data must be found, or the processing must cease.

7.5. Consent accepted under the DPA will be reviewed to ensure it meets the standards of the GDPR; however, acceptable consent obtained under the DPA will not be reobtained.

7.6. Consent can be withdrawn by the individual at any time.

7.7. The consent of parents will be sought prior to the processing of their data where appropriate

8. The right to be informed

8.1. The privacy notice supplied to individuals in regards to the processing of their personal data will be written in clear, plain language which is concise, transparent, easily accessible and free of charge.

8.2. If services are offered directly to a child, the Trust will ensure that the privacy notice is written in a clear, plain manner that the child will understand.

8.3. In relation to data obtained both directly from the data subject and not obtained directly from the data subject, the following information will be supplied within the privacy notice:

- The identity and contact details of the controller (and where applicable, the controller's representative) and the DPO.
- The purpose of, and the legal basis for, processing the data.
- The legitimate interests of the controller or third party.
- Any recipient or categories of recipients of the personal data.
- Details of transfers to third countries and the safeguards in place.
- The retention period of criteria used to determine the retention period.
- The existence of the data subject's rights, including the right to:
  - withdraw consent at any time.
  - lodge a complaint with a supervisory authority.
- The existence of automated decision making, including profiling, how decisions are made, the significance of the process and the consequences.

8.4. Where data is obtained directly from the data subject, information regarding whether the provision of personal data is part of a statutory or contractual requirement, as well as any possible consequences of failing to provide the personal data, will be provided.

8.5. Where data is not obtained directly from the data subject, information regarding the categories of personal data that the Trust holds, the source that the personal data originates from and whether it came from publicly accessible sources, will be provided.

8.6. For data obtained directly from the data subject, this information will be supplied at the time the data is obtained.

8.7. In relation to data that is not obtained directly from the data subject, this information will be supplied:

- Within one month of having obtained the data.
- If disclosure to another recipient is envisaged, at the latest, before the data are disclosed.

- If the data are used to communicate with the individual, at the latest, when the first communication takes place.

9. The right of access

9.1. Individuals have the right to obtain confirmation that their data is being processed.

9.2. Individuals have the right to submit a subject access request (SAR) to gain access to their personal data in order to verify the lawfulness of the processing.

9.3. The Trust will verify the identity of the person making the request before any information is supplied.

9.4. A copy of the information will be supplied to the individual free of charge; however, the Trust may impose a 'reasonable fee' to comply with requests for further copies of the same information.

9.5. Where a SAR has been made electronically, the information will be provided in a commonly used electronic format.

9.6. Where a request is manifestly unfounded, excessive or repetitive, a reasonable fee will be charged.

9.7. All fees will be based on the administrative cost of providing the information.

9.8. All requests will be responded to without delay and at the latest, within one month of receipt.

9.9. In the event of numerous or complex requests, the period of compliance may be extended by a further two months. The individual will be informed of this extension, and will receive an explanation of why the extension is necessary, within one month of the receipt of the request.

9.10. Where a request is manifestly unfounded or excessive, the Trust holds the right to refuse to respond to the request. The individual will be informed of this decision and the reasoning behind it, as well as their right to complain to the supervisory authority and to a judicial remedy, within one month of the refusal.

9.11. In the event that a large quantity of information is being processed about an individual, the Trust will ask the individual to specify the information the request is in relation to.

9.12. To request access to data, subjects should contact the Principal of the relevant or if the data is held centrally by the Trust, the CEO.

9.13. On receiving a Subject Access Request Principals must forward to the Trusts DPO for validation and support. The CEO must be informed and also the request must recorded and uploaded via the SchoolPro reporting portal or using GDPR@SchoolPro.uk

10. The right to rectification

10.1. Individuals are entitled to have any inaccurate or incomplete personal data rectified.

10.2. Where the personal data in question has been disclosed to third parties, the Trust will inform them of the rectification where possible.

10.3. Where appropriate, the Trust will inform the individual about the third parties that the data has been disclosed to.

10.4. Requests for rectification will be responded to within one month; this will be extended by two months where the request for rectification is complex.

10.5. Where no action is being taken in response to a request for rectification, the Trust will explain the reason for this to the individual, and will inform them of their right to complain to the supervisory authority and to a judicial remedy.

11. The right to erasure

11.1. Individuals hold the right to request the deletion or removal of personal data where there is no compelling or legal reason for its continued processing.

11.2. Individuals have the right to erasure in the following circumstances:

- Where the personal data is no longer necessary in relation to the purpose for which it was originally collected/processed
- When the individual withdraws their consent
- When the individual objects to the processing and there is no overriding legitimate interest for continuing the processing
- The personal data was unlawfully processed
- The personal data is required to be erased in order to comply with a legal obligation

11.3. The Trust has the right to refuse a request for erasure where the personal data is being processed for the following reasons:

- To exercise the right of freedom of expression and information
- To comply with a legal obligation for the performance of a public interest task or exercise of official authority
- For public health purposes in the public interest
- For archiving purposes in the public interest, scientific research, historical research or statistical purposes
- The exercise or defence of legal claims

11.4. As a child may not fully understand the risks involved in the processing of data when consent is obtained, special attention will be given to existing situations where a child has given consent to processing and they later request erasure of the data, regardless of age at the time of the request.

11.5. Where personal data has been disclosed to third parties, they will be informed about the erasure of the personal data, unless it is impossible or involves disproportionate effort to do so.

11.6. Where personal data has been made public within an online environment, the Trust will inform other organisations who process the personal data to erase links to and copies of the personal data in question.

12. The right to restrict processing

12.1. Individuals have the right to block or suppress the Trust's processing of personal data.

12.2. In the event that processing is restricted, the Trust will store the personal data, but not further process it, guaranteeing that just enough information about the individual has been retained to ensure that the restriction is respected in future.

12.3. The Trust will restrict the processing of personal data in the following circumstances:

- Where an individual contests the accuracy of the personal data, processing will be restricted until the Trust has verified the accuracy of the data
- Where an individual has objected to the processing and the Trust is considering whether their legitimate grounds override those of the individual
- Where processing is unlawful and the individual opposes erasure and requests restriction instead
- Where the Trust no longer needs the personal data but the individual requires the data to establish, exercise or defend a legal claim

12.4. If the personal data in question has been disclosed to third parties, the Trust will inform them about the restriction on the processing of the personal data, unless it is impossible or involves disproportionate effort to do so.

12.5. The Trust will inform individuals when a restriction on processing has been lifted.

13. The right to data portability

13.1. Individuals have the right to obtain and reuse their personal data for their own purposes across different services.

13.2. Personal data can be easily moved, copied or transferred from one IT environment to another in a safe and secure manner, without hindrance to usability.

13.3. The right to data portability only applies in the following cases:

- To personal data that an individual has provided to a controller
- Where the processing is based on the individual's consent or for the performance of a contract
- When processing is carried out by automated means

13.4. Personal data will be provided in a structured, commonly used and machine- readable form.

13.5. The Trust will provide the information free of charge.

13.6. Where feasible, data will be transmitted directly to another organisation at the request of the individual.

13.7. The Trust is not required to adopt or maintain processing systems which are technically compatible with other organisations.

13.8. In the event that the personal data concerns more than one individual, the Trust will consider whether providing the information would prejudice the rights of any other

individual.

13.9. The Trust will respond to any requests for portability within one month.

13.10. Where the request is complex, or a number of requests have been received, the timeframe can be extended by two months, ensuring that the individual is informed of the extension and the reasoning behind it within one month of the receipt of the request.

13.11. Where no action is being taken in response to a request, the Trust will, without delay and at the latest within one month, explain to the individual the reason for this and will inform them of their right to complain to the supervisory authority and to a judicial remedy.

14. The right to object

14.1. The Trust will inform individuals of their right to object at the first point of communication, and this information will be outlined in the privacy notice and explicitly brought to the attention of the data subject, ensuring that it is presented clearly and separately from any other information.

14.2. Individuals have the right to object to the following:

- Processing based on legitimate interests or the performance of a task in the public interest
- Direct marketing
- Processing for purposes of scientific or historical research and statistics.

14.3. Where personal data is processed for the performance of a legal task or legitimate interests:

- An individual's grounds for objecting must relate to his or her particular situation.
- The Trust will stop processing the individual's personal data unless the processing is for the establishment, exercise or defence of legal claims, or, where the Trust can demonstrate compelling legitimate grounds for the processing, which override the interests, rights and freedoms of the individual.

14.4. Where personal data is processed for direct marketing purposes:

- The Trust will stop processing personal data for direct marketing purposes as soon as an objection is received.
- The Trust cannot refuse an individual's objection regarding data that is being processed for direct marketing purposes.

14.5. Where personal data is processed for research purposes:

- The individual must have grounds relating to their particular situation in order to exercise their right to object.
- Where the processing of personal data is necessary for the performance of a public interest task, the Trust is not required to comply with an objection to

the processing of the data.

14.6. Where the processing activity is outlined above, but is carried out online, the Trust will offer a method for individuals to object online.

15. Automated decision making and profiling

15.1. Individuals have the right not to be subject to a decision when:

- It is based on automated processing, e.g. profiling.
- It produces a legal effect or a similarly significant effect on the individual.

15.2. The Trust will take steps to ensure that individuals are able to obtain human intervention, express their point of view, and obtain an explanation of the decision and challenge it.

15.3. When automatically processing personal data for profiling purposes, the Trust will ensure that the appropriate safeguards are in place, including:

- Ensuring processing is fair and transparent by providing meaningful information about the logic involved, as well as the significance and the predicted impact.
- Using appropriate mathematical or statistical procedures.
- Implementing appropriate technical and organisational measures to enable inaccuracies to be corrected and minimise the risk of errors.
- Securing personal data in a way that is proportionate to the risk to the interests and rights of the individual and prevents discriminatory effects.

15.4. Automated decisions must not concern a child or be based on the processing of sensitive data, unless:

- The Trust has the explicit consent of the individual.
- The processing is necessary for reasons of substantial public interest on the basis of Union/Member State law.

16. Privacy by design and privacy impact assessments

16.1. The Trust will act in accordance with the GDPR by adopting a privacy by design approach and implementing technical and organisational measures which demonstrate how the Trust has considered and integrated data protection into processing activities.

16.2. Data protection impact assessments (DPIAs) will be used to identify the most effective method of complying with the Trust's data protection obligations and meeting individuals' expectations of privacy.

16.3. DPIAs will allow the Trust to identify and resolve problems at an early stage, thus reducing associated costs and preventing damage from being caused to the Trust's reputation which might otherwise occur.

16.4. A DPIA will be carried out when using new technologies or when the processing is likely to result in a high risk to the rights and freedoms of individuals.

16.5. A DPIA could be used for more than one project, where applicable.

16.6. High risk processing includes, but is not limited to, the following:

- Systematic and extensive processing activities, such as profiling
- Large scale processing of special categories of data or personal data which is in relation to criminal convictions or offences
- The use of CCTV.

16.7. The Trust will ensure that all DPIAs include the following information:

- A description of the processing operations and the purposes
- An assessment of the necessity and proportionality of the processing in relation to the purpose
- An outline of the risks to individuals
- The measures implemented in order to address risk

16.8. Where a DPIA indicates high risk data processing, the Trust will consult the ICO to seek its opinion as to whether the processing operation complies with the GDPR.

16.9. A Trust impact assessment template is provided at Appendix 2 of this document.

16.10. Trust central staff are available to support with the completion of a DPIA.

17. Data breaches

17.1. The term 'personal data breach' refers to a breach of security which has led to the destruction, loss, alteration, unauthorised disclosure of, or access to, personal data.

17.2. In the Trust the DPO and in the academies and schools, the Principal will ensure that all staff members are made aware of, and understand, what constitutes a data breach as part of their CPD training.

17.3. All Data Breaches must be treated as per the guidance in this document. **(Refer to Appendix 1 data breach procedure.)**

17.4. Where a breach is likely to result in a risk to the rights and freedoms of individuals, the relevant supervisory authority will be informed.

17.5. All notifiable breaches will be reported to the relevant supervisory authority within 72 hours of the Trust becoming aware of it.

17.6. The risk of the breach having a detrimental effect on the individual, and the need to notify the relevant supervisory authority, will be assessed on a case- by-case basis.

17.7. In the event that a breach is likely to result in a high risk to the rights and freedoms of an individual, the Trust will notify those concerned directly.

17.8. A 'high risk' breach means that the threshold for notifying the individual is higher than that for notifying the relevant supervisory authority.

17.9. In the event that a breach is sufficiently serious, the public will be notified without undue delay.

17.10. Effective and robust breach detection, investigation and internal reporting procedures are in place at the Trust, which facilitate decision-making in relation to whether the relevant supervisory authority or the public need to be notified.

17.11. Within a breach notification, the following information will be outlined:

- The nature of the personal data breach, including the categories and approximate number of individuals and records concerned
- The name and contact details of the DPO
- An explanation of the likely consequences of the personal data breach
- A description of the proposed measures to be taken to deal with the personal data breach
- Where appropriate, a description of the measures taken to mitigate any possible adverse effects

17.12. The Trust's data breach procedure is Appendix 1 of this document.

18. Data security

18.1. Confidential paper records will be kept in a locked filing cabinet, drawer or safe, with restricted access.

18.2. Confidential paper records will not be left unattended or in clear view anywhere with general access.

18.3. Digital data is coded, encrypted or password-protected, both on a local hard drive and on a network drive that is regularly backed up off-site.

18.4. Where data is saved on removable storage or a portable device, the device will be kept in a locked filing cabinet, drawer or safe when not in use.

18.5. Memory sticks will not be used to hold personal information unless they are password-protected and fully encrypted.

18.6. All electronic devices are password-protected to protect the information on the device in case of theft.

18.7. Where possible, the Trust enables electronic devices to allow the remote blocking or deletion of data in case of theft.

18.8. Unless safeguards are in place and approved by the school Staff will not use their personal laptops or computers for Trust purposes.

18.9. Trustees and Governors will not use their personal laptops or computers for Trust purposes unless they are password-protected. All Trustees and Governors will be provided with a secure trust e-mail account which should be used for all trust communications.

18.10. All necessary members of staff are provided with their own secure login and password, and every computer regularly prompts users to change their password.

18.11. Emails containing sensitive or confidential information are password-protected if there

are unsecure servers between the sender and the recipient.

18.12. Circular emails to parents are sent blind carbon copy (bcc), so email addresses are not disclosed to other recipients.

18.13. When sending confidential information by fax, staff will always check that the recipient is correct before sending.

18.14. Where personal information that could be considered private or confidential is taken off the premises, either in electronic or paper format, staff will take extra care to follow the same procedures for security, e.g. keeping devices under lock and key. Taking such information off the premises should be kept to an absolute minimum, however personnel files and children's safeguarding records should not be removed from the premises unless it is being transported to a new setting. The person taking the information from the Trust premises accepts full responsibility for the security of the data.

18.15. Before sharing data, all staff members will ensure:

- They are allowed to share it.
- That adequate security is in place to protect it.
- Who will receive the data has been outlined in a privacy notice.

18.16. Under no circumstances are visitors allowed access to confidential or personal information unless legally obliged, suitable due-diligence has been carried out or a data sharing exercise is in place. Visitors to areas of the Trust containing sensitive information must be supervised at all times.

18.17. The physical security of the Trust's buildings and storage systems, and access to them, is reviewed on a termly basis. If an increased risk in vandalism/burglary/theft is identified, extra measures to secure data storage will be put in place.

18.18. The Diocese of Gloucester Academies Trust takes its duties under the GDPR seriously and any unauthorised disclosure or a loss of data may result in disciplinary action.

19. Publication of information

19.1. The Diocese of Gloucester Academies Trust publishes a publication scheme on its website outlining classes of information that will be made routinely available, including:

- Policies and procedures
- Minutes of meetings
- Annual reports
- Financial information

19.2. Classes of information specified in the publication scheme are made available quickly and easily on request.

19.3. The Diocese of Gloucester Academies Trust and its individual academies will not publish any personal information, including photos, on its website without the permission of the affected individual or if it is a child their parents.

19.4. When uploading information to the Trust or academy websites, staff are considerate of any administrative metadata or deletions which could be accessed in documents and images on the site. Metadata is data about data and in the context of this policy metadata refers to any digital records that are primarily for administrative purposes but include personal data. E.g. the titling of photographs, indexing of electronic articles or web pages.

20. CCTV and Photography

20.1. The Trust understands that recording images of identifiable individuals constitutes as processing personal information, so it is done in line with data protection principles.

20.2. The Trust notifies all pupils, staff and visitors of the purpose for collecting CCTV images via notice boards, letters and email

20.3. Cameras are only placed where they do not intrude on anyone's privacy and are necessary to fulfil their purpose.

20.4. Cameras are only placed where they do not intrude on anyone's privacy and are necessary to fulfil their purpose

20.5. The Trust will always indicate its intentions for taking photographs of pupils and will retrieve permission before publishing them.

20.6. If the Trust wishes to use images/video footage of pupils in a publication, such as the Trust/ Academy websites, prospectus, or recordings of plays, written permission will be sought for the particular usage from the parent of the pupil.

20.7. Images captured by individuals for recreational/personal purposes, and videos made by parents for family use, are exempt from the GDPR.

21. Data retention

21.1. Data will not be kept for longer than is necessary.

21.2. Unrequired data will be deleted as soon as practicable.

21.3. Some educational records relating to former pupils or employees of the Trust may be kept for an extended period for legal reasons, but also to enable the provision of references or academic transcripts.

21.4. Paper documents will be shredded or pulped, and electronic memories scrubbed clean or destroyed, once the data should no longer be retained.

21.5. For further guidance please refer to the Trust's Data Retention Policy

22. DBS data

22.1. All data provided by the DBS will be handled in line with data protection legislation; this includes electronic communication.

22.2. Academies do not have to keep copies of DBS certificates in order to fulfil the duty

of the requirements of the Data Protection Act, when a school or college chooses to retain a copy, it should not be retained for longer than six months. A copy of the other documents used to verify the successful candidate's identity, right to work and required qualifications should be kept for the personnel file

22.3. Data provided by the DBS will never be duplicated.

22.4. Any third parties who access DBS information will be made aware of the data protection legislation, as well as their responsibilities as a data handler.

23. Training and Development

24.1 The Trust is committed to ensuring the staff adopt the highest standards in relation to the processing and handling of Personal Data.

24.2 All existing staff will be trained within 6 months of the dissemination of this Policy.

24.3 New staff will be trained within 3 months of their joining the Trust and being able to access Personal Data. This policy will form part of their induction pack.

24.4 Staff will be re-trained according to their needs against the tide of new guidance and legislation. It is anticipated that this will usually be annually.

24.5 No member of staff will have access to any Personal Data unless they have read this Policy first.

Glossary

Data Protection Act 1998 ("DPA")	The law on data protection in the UK
General Data Protection Regulation ("GDPR")	A new law on data protection that comes into force on 25 May 2018 throughout Europe
Data Controller	A person or organisation that handles and processes personal data and determines the way such data should be processed
Department for Education ("DfE")	The government department with regulatory powers
Metadata	Data that is about data. As an example, cataloguing of records or indexing of files. It can be both electronic or paper based.
Personal Data	Any information from which a living individual can be identified
Sensitive Personal Data	Any Personal Data which includes further information as defined in the DPA. Further information includes (i) racial or ethnic origin; (ii) political opinions; (iii) religious beliefs; (iv) membership of a trade union; (v) physical or mental health or condition; (vi) sexual life or preferences; (vii) information about any criminal offence or court proceedings related to a criminal offence
Information Commissioner's Office ("ICO")	The statutory regulator of the DPA and the GDPR
Privacy Notice	A description of Personal Data held by the Trust, along with details of purpose, retention and other information about how the Trust will handle the Personal Data
Data Subject	As defined in the DPA and the GDPR. The Data Subject is the person who the Personal Data is about, or who is identified by the Personal Data
Data Privacy Impact Assessments ("DPIAs")	The new requirement under the GDPR to impact assess all Personal Data that is held and record all processing activities

Appendix 1

Data Breach Procedure

For the purposes of this procedure "Trust" refers to the Diocese of Gloucester Academies Trust and all of its member academies.

The Diocese of Gloucester Academies Trust holds large amounts of personal and sensitive data. Every care is taken to protect personal data and to avoid a data protection breach. In the event of data being lost, stolen or shared inappropriately, it is vital that appropriate action is taken to minimise any associated risk as soon as possible. This procedure applies to all personal and sensitive data held by the Trust and all of its staff, trustees, governors, volunteers and contractors, referred to herein after as 'staff'.

Purpose

This breach procedure sets out the course of action to be followed by all staff within the Trust if a data protection breach takes place.

Types of Breach

Data protection breaches could be caused by a number of factors. A number of examples are shown below.

- Loss or theft of pupil, staff or governing body data and / or equipment on which data is stored;
- Inappropriate access controls allowing unauthorised use;
- Equipment failure;
- Poor data destruction procedures;
- Human error;
- Cyber-attack;
- Hacking.

Managing a Data Breach

In the event that the Trust identifies or is notified of a personal data breach, the following steps must be followed:

- The person who discovers/receives a report of a breach must inform the Principal or, in their absence the Deputy Principal. If the breach occurs or is discovered outside normal working hours, this should begin as soon as is practicable. On receipt of the notification the Principal will inform the Trusts' **Head of Business and Operations** and in their absence the **CEO**. The Trust will inform the **Data Protection Officer** (DPO).
- The Academy must register the breach via the SchoolPro reporting portal or using GDPR@SchoolPro.uk

- The Principal with the assistance of the DPO should ascertain whether the breach is still occurring. If so, steps must be taken immediately to minimise the effect of the breach. An example might be to shut down a system, or to alert relevant staff such as the IT support provider.

- The DPO will support the academy and will advise on whether the police need to be informed. This would be appropriate where illegal activity is known or is believed to have occurred, or where there is a risk that illegal activity might occur in the future.

- The DPO will advise and assist the Principal to take appropriate steps to recover any losses and limit the damage. Steps might include:

    1. Attempting to recover lost equipment.

    2. Contacting any relevant 3rd party organisations, so that they are prepared for any potentially inappropriate enquiries ('phishing') for further information on the individual or individuals concerned. Consideration should be given to a global email to all academy staff.

The use of back-ups should be implemented to restore lost/damaged/stolen data.

If bank details have been lost or stolen, consider contacting banks directly for advice on preventing fraudulent use.

If the data breach includes any entry codes or IT system passwords, then these must be changed immediately and the relevant agencies and members of staff informed.

Investigation

In most cases, the next stage would be for the Principal to fully investigate the breach with the support of the DPO. The Principal with the assistance of and cooperation of the DPO, Trust and the academy will ascertain whose data was involved in the breach, the potential effect on the data subject and what further steps need to be taken to remedy the situation. The investigation should consider:

- The type of data;
- Its sensitivity;
- What protections were in place (e.g. encryption);
- What has happened to the data;
- Whether the data could be put to any illegal or inappropriate use;
- How many people are affected;
- What type of people have been affected (pupils, staff members, suppliers etc) and whether there are wider consequences to the breach.

A clear record will be made of the nature of the breach and the actions taken to mitigate it. The investigation will be completed as a matter of urgency due to the requirements to report notifiable personal data breaches to the Information Commissioner's Office. A more detailed review of the causes of the breach and recommendations for future improvements can be done once the matter has been resolved.

Notification

Some people/agencies may need to be notified as part of the initial containment. However, the decision will normally be made once an initial investigation has taken place. The DPO will, after seeking expert or legal advice, advise the Trust whether anyone is notified of the breach. In the case of significant breaches, the Information Commissioner's Office must be notified within 72 hours of the breach. Every incident should

be considered on a case by case basis. Where notification is required to be given, the DPO and Trust central team will support the academy to complete this requirement.

Review and Evaluation

Once the above steps have been completed and the breach is over, the DPO will support the Principal in a full review of both the causes of the breach and the effectiveness of the response to it. The report will be made available to the Principal and also the CEO of the Trust and is required to be reported on at governor/trustee level.

If systemic or ongoing problems are identified, then an action plan must be drawn up to put these right. If the breach warrants a disciplinary investigation, the manager leading the investigation should liaise with Trust for advice and guidance.

This breach procedure will be reviewed after a breach occurs or after legislative changes, new case law or new guidance.

Implementation

The Principal should ensure that all staff are aware of the Trust's Data Protection Policy and its requirements including this breach procedure. This should be undertaken as part of induction, supervision and ongoing training. If staff have any queries in relation to the Trust's Data Protection Policy and associated procedures, they should discuss this with their line manager, DPO or the Principal.

Appendix 2
Data protection impact assessment (DPIA)

As part of Trust's responsibility under the GDPR, Academies should conduct a DPIA in the following circumstances:

- When using new technologies.
- If the data processing is likely to result in a high risk to the rights and freedoms of individuals

DPIAs allow Academies to identify privacy risks posed to individuals in certain situations, and establish effective control measures, ensuring they comply with the principles of the GDPR and meet individuals' expectations of privacy. Conducting a DPIA at an early stage ensures that measures are in place – reducing

Submitting Controller Details	
Name of controller	
Reason for DPIA	
Name of DPO	SchoolPro TLC Limited
Step 1: Project Description	
Explain broadly what project aims to achieve and what type of processing it involves.	
Step 2: Processing	
About the handling of the data – How will you collect, use, share, store and delete data?	
About the data – Quantity of data, timeframe, and type. reference special category data.	
About the data subjects – Expectations and control? Reference vulnerable groups and existing concerns over current processing.	
Identify benefits of the processing.	
Step 3: Consultation	
How will you consult with relevant stakeholders, or why not appropriate?	
Step 4: Compliance Consideration	
Describe compliance and proportionality measures.	

Step 5: Identify and Assess Risks			
Describe source of risk and nature of potential impact on individuals. Include associated compliance and corporate risks as necessary.	Likelihood of harm L/M/H	Severity of harm L/M/H	Overall risk L/M/H

Step 6: Identify Measures to Reduce Risk

Identify additional measures you could take to reduce or eliminate risks identified as medium or high risk in Step 5.

Risk	Options to reduce or eliminate risk	Risk Eliminated, Reduced, Accepted.	Residual risk L/M/H	Measure approved Yes / No

Step 7: Sign Off and Record Outcomes

Item	Name/position/date	Notes
Measures approved by:		Note actions and responsibilities for compliance with DPIA
Residual risks approved by:		Consult with ICO before going ahead if High risk remains
DPO advice provided:		
DPO advice:		
DPO advice accepted or overruled:		If overruled, give reasons
Comments:		
Consultation responses reviewed by:		If decision making is not in line with consultation, give reasons
Comments:		
This DPIA will kept under review by:		
Additional Notes:		